

EXHIBIT M

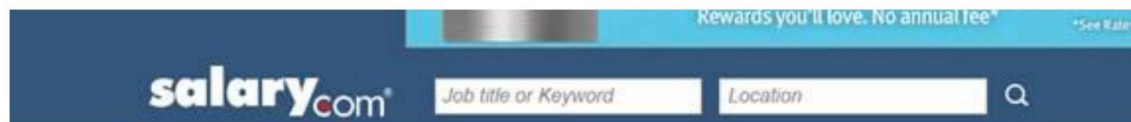
From: Barbara Gentner [BGentner@HOM.ORG]
Sent: 1/12/2024 3:18:47 PM
To: Barbara Gentner [BGentner@HOM.ORG]
Subject: FW: SCA Comparison, attached
Attachments: SCAs 12 16 16.xlsx

From: "Barbara Gentner" <BGentner@HOM.ORG>
Date: 12/16/2016 at 01:19 pm
To: "Jeffrey Ratich" <jratich@HOM.ORG>
Subject: SCA Comparison, attached

Hi Jeff,

Please review attached spreadsheet. Except for RNs and the Arbor Hospice Aides, we really only addressed employees that were below the range. We hope to get others closer to the full market value as we are financially able.

It's only one source, but I did find some Chaplain market info from [Salary.com](https://www.salary.com). (It doesn't appear that ASE has Chaplain data.)



Chaplain - Healthcare Salaries in Detroit, Michigan

Alternate Job Titles: Chaplain - Healthcare

What is the average Chaplain - Healthcare salary for Detroit, MI?

How much does a **Chaplain - Healthcare** in **Detroit, MI** make? The median annual **Chaplain - Healthcare** salary in **Detroit, MI** is **\$54,781**, as of November 30, 2016, with a range usually between **\$49,358-\$60,123** not including bonus and benefit information and other factors that impact base pay. However, the salary for someone with the title **Chaplain - Healthcare** may vary depending on a number of factors including industry, company size, location, years of experience and level of education. Our team of Certified Compensation Professionals has analyzed survey data collected from thousands of HR departments at companies of all sizes and industries to present this range of annual salaries for people with the job title **Chaplain - Healthcare** in **Detroit, MI**.

Thanks.

Regards,

Barb Gentner, PHR, SHRM-CP | Sr. Specialist, Human Resources

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Last Name	First Name	Job Title Description	Hire/Rehire	Location Description	Hourly Rate	Annualize d	Comp Ratio	Total YoE	HOM YoS	Pre HOM/ AH YoE	Grade	Minimum	FMV	Maximum				FTE	Structure
O'Brien	Mark	Spiritual Care Advisor, Ludington	06/06/2016	Ludington	\$22.86	\$47,548.80	.87	8.19	8.19	0	Grade9	\$19.76	\$26.32	\$32.88	\$41,100.00	\$54,750.00	\$54,750.00	1.0	I
Hagan	Rosemary	Spiritual Care Advisor, Trav City	08/16/2010	Traverse City	\$22.47	\$46,737.60	.85	18.00	14.00	4	Grade9	\$19.76	\$26.32	\$32.88	\$41,100.00	\$54,750.00	\$54,750.00	0	I
Krause	Kenneth	Spiritual Care Advisor, Big Rapids	06/11/2012	Big Rapids	\$22.47	\$46,737.60	.85	18.18	12.18	6	Grade9	\$19.76	\$26.32	\$32.88	\$41,100.00	\$54,750.00	\$54,750.00	0.0	I
White	Ronald	Spiritual Care Advisor, Trav City	03/02/2009	Traverse City	\$23.00	\$47,840.00	.87	23.46	15.46	8	Grade9	\$19.76	\$26.32	\$32.88	\$41,100.00	\$54,750.00	\$54,750.00	1	I
Hartman Stuart	Martha	Spiritual Care Advisor, Alpena	01/19/1999	Alpena	\$22.86	\$47,548.80	.87	27.58	25.58	2	Grade9	\$19.76	\$26.32	\$32.88	\$41,100.00	\$54,750.00	\$54,750.00	1	I
Ferguson Patton	Kaye	Spiritual Care Advisor, Big Rapids	02/15/2016	Big Rapids	\$22.86	\$47,548.80	.87	28.50	8.50	20	Grade9	\$19.76	\$26.32	\$32.88	\$41,100.00	\$54,750.00	\$54,750.00	.6	I
Ross	Walter	Spiritual Care Advisor, Cadillac	08/15/2011	Cadillac	\$22.86	\$47,548.80	.87	30.74	13.01	17.73	Grade9	\$19.76	\$26.32	\$32.88	\$41,100.00	\$54,750.00	\$54,750.00	1.0	I
Sereno	Joseph	Spiritual Care Advisor, Gaylord	03/02/2015	Gaylord	\$22.86	\$47,548.80	.87	33.62	9.46	24.16	Grade9	\$19.76	\$26.32	\$32.88	\$41,100.00	\$54,750.00	\$54,750.00	1.0	I
Sundin	Frances	Spiritual Care Advisor, Alpena	10/12/2015	Alpena	\$22.86	\$47,548.80	.87	41.84	8.84	33	Grade9	\$19.76	\$26.32	\$32.88	\$41,100.00	\$54,750.00	\$54,750.00	0.0	I
Weaver	Michael	Spiritual Care Advisor, Grand Rapids	09/28/2015	Grand Rapids	\$23.02	\$47,881.60	.82	13.63	8.88	4.75	Grade9	\$21.15	\$28.20	\$35.24	\$44,000.00	\$58,650.00	\$58,650.00	0.0	II
Lamport	Cheryl	Spiritual Care Advisor, Grand Rapids	11/26/2001	Grand Rapids	\$23.76	\$49,420.80	.84	32.73	22.73	10	Grade9	\$21.15	\$28.20	\$35.24	\$44,000.00	\$58,650.00	\$58,650.00	1	II
Maurer	Raymond	Spiritual Care Advisor - Arbor Hospice	08/04/2014	Arbor Hospice	\$22.83	\$47,486.40	.75	10.03	10.03	0	Grade9	\$22.93	\$30.58	\$38.22	\$47,700.00	\$63,600.00	\$63,600.00	1.0	III
Foster	Elizabeth	Spiritual Care Advisor - Arbor Hospice	06/30/2010	Arbor Hospice	\$22.83	\$47,486.40	.75	14.13	14.13	0	Grade9	\$22.93	\$30.58	\$38.22	\$47,700.00	\$63,600.00	\$63,600.00	1.0	III
Brokaw	Timothy	Spiritual Care Advisor - Arbor Hospice	09/12/2005	Arbor Hospice	\$22.83	\$47,486.40	.75	18.93	18.93	0	Grade9	\$22.93	\$30.58	\$38.22	\$47,700.00	\$63,600.00	\$63,600.00	1.0	III
Smith	Cheryl	Residence - Spiritual Care	01/22/2001	Arbor Hospice	\$25.76	\$53,580.80	.84	23.57	23.57	0	Grade9	\$22.93	\$30.58	\$38.23	\$47,694.40	\$63,606.40	\$63,606.40	1.0	III
Jobe Kerwin	Therese	Spiritual Care Advisor, Oakland South	03/14/2011	Oakland South	\$25.02	\$52,041.60	.82	16.93	13.43	3.5	Grade9	\$22.93	\$30.58	\$38.22	\$47,700.00	\$63,600.00	\$63,600.00	1.0	III
Warnshuis	John	Spiritual Care Advisor, Detroit	02/11/2008	Detroit	\$25.59	\$53,227.20	.84	19.93	16.52	3.41	Grade9	\$22.93	\$30.58	\$38.22	\$47,700.00	\$63,600.00	\$63,600.00	1	III
Nitchie	Ronald	Spiritual Care Advisor, Ann Arbor	05/03/2010	Ann Arbor	\$25.59	\$53,227.20	.84	20.37	14.29	6.08	Grade9	\$22.93	\$30.58	\$38.22	\$47,700.00	\$63,600.00	\$63,600.00	1	III
Easlick	Robert	Spiritual Care Advisor, Macomb	06/21/2010	Macomb	\$25.21	\$52,436.80	.82	34.16	14.16	20	Grade9	\$22.93	\$30.58	\$38.22	\$47,700.00	\$63,600.00	\$63,600.00	1	III
Kuykendall	Marie	Spiritual Care Advisor, Oakland North	12/09/1999	Oakland North	\$25.76	\$53,580.80	.84	34.70	24.70	10	Grade9	\$22.93	\$30.58	\$38.22	\$47,700.00	\$63,600.00	\$63,600.00	0.0	III

[illegible]

